

Ethical Standards



Ethical Standards

Department of Mental Health Division of Alcohol and Drug Abuse **Treatment Team**

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Ethical Standards

Goals/Overview

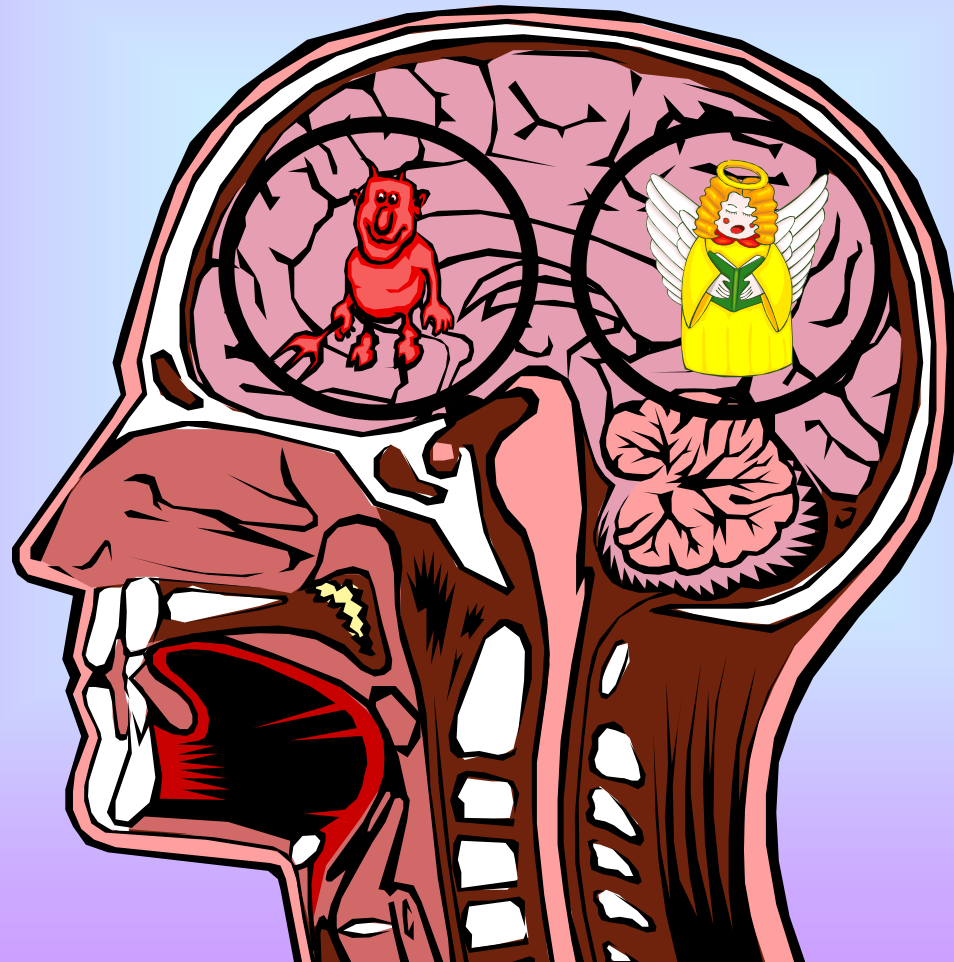
1. What is Ethics?
2. MSACCB code of Ethics
3. Seven Step Ethical Decision Making Process
4. Boundaries
5. Examples

Ethical Standards

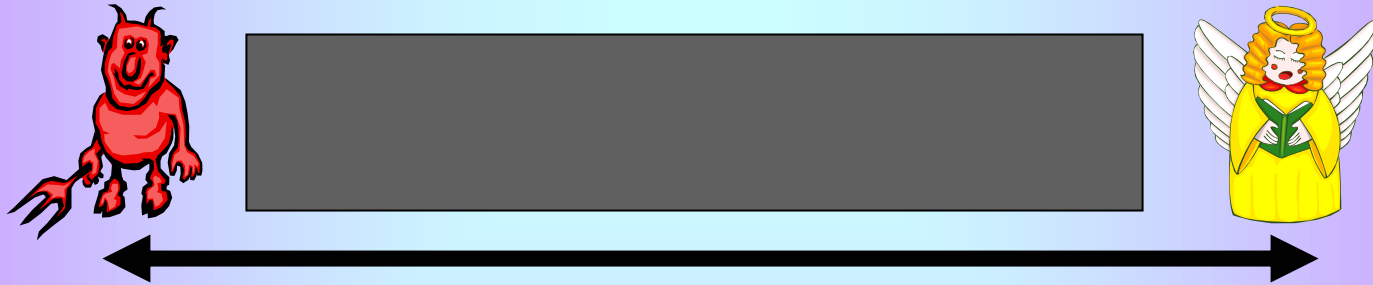
Ethics: an overview

The word "ethics" is derived from the Greek word *ethos* (character), and from the Latin word *mores* (customs). Together, they combine to define how individuals choose to interact with one another. In philosophy, ethics defines what is good for the individual and for society and establishes the nature of duties that people owe themselves and one another.

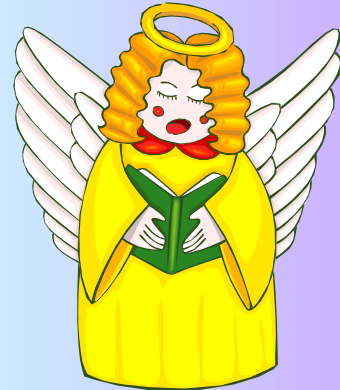
Ethical Standards



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Ethical Standards

Ethical Standards of Behavior. Staff shall adhere to ethical standards of behavior in their relationships with individuals being served.

(A) Staff shall maintain an objective, professional relationship with individuals being served at all times.

(B) Staff shall not enter dual or conflicting relationships with individuals being served which might affect professional judgment or increase the risk of exploitation.

(C) The organization shall establish policies and procedures regarding staff relationships with both individuals currently being served and individuals previously served.

Ethical Standards

MSACCB Code of Ethics

Ethical Standards for counselors by the NAADAC

Seven Step Ethical Problem Solving Model
From Joseph Paliwoda, MBA

Survey

Boundaries

Ethical Dilemmas/Situations

Ethical Standards

MSACCB Code of Ethics

1. Professional Responsibility
2. I will not exploit clients for personal gain
3. Nondiscrimination
4. Respect clients' basic human rights
5. I shall remain aware of my own skills and limitations
6. I shall accept responsibility for my professional development
7. Professional respect for the views of colleagues
8. I shall not discuss my opinion of agency policy or management functions with clients
9. Appropriate setting for clinical work
10. I shall abstain from the non-medical use of any mood altering chemicals while on the job
11. I shall not denigrate other professions
12. Report any violation of this Code of Ethics by any counselor credentialed by the Certification Board.

Ethical Standards

MSACCB Code of Ethics

1. I shall give precedence to my professional responsibility over my personal interests and will uphold the dignity and honor of my profession.

Ethical Standards

MSACCB Code of Ethics

2. I shall show respect for each client and colleague by maintaining an objective professional relationship at all times. I will not engage in any activity that results in exploitation of clients for personal gain, be it sexual, financial or social.

Ethical Standards

MSACCB Code of Ethics

3. I shall adhere to a strict policy of nondiscrimination. I will deliver kind and humane treatment to all clients in my care regardless of race, creed, reproductive status, gender, disability, age, sexual orientation or economic condition. I will work toward the prevention and elimination of such discrimination in rendering services and overall employment practices.

Ethical Standards

MSACCB Code of Ethics

4. I shall respect clients' basic human rights, including their right to make decisions, to participate in any plan made in their interest, even to reject the services being offered.

Ethical Standards

MSACCB Code of Ethics

5. I shall remain aware of my own skills and limitations. I will attempt never to counsel or advise clients on matters outside my area of expertise. I will recognize when it is in the best interest to release or refer the client to another program or professional.

Ethical Standards

MSACCB Code of Ethics

6. I shall accept responsibility for my continuing education and professional development as part of my commitment to providing quality care for persons who seek my services as a substance abuse counselor and/or supervisor.

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7. I shall adhere to a strict policy of professional respect for the views, actions, and findings of colleagues and members of other professions and programs. I will always use appropriate practices when expressing agreement or disagreement in judgment on such matters.

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MSACCB Code of Ethics

8. I shall not discuss my opinion of agency policy or management functions with clients.

Ethical Standards

MSACCB Code of Ethics

9. I shall provide an appropriate setting for clinical work to ensure professionalism, and to provide a supportive environment for all clients searching for recovery.

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10. I shall abstain from the non-medical use of any mood altering chemicals while on the job, and will abstain from all illegal substances. I will serve as a responsible role model for clients, staff and community.

Ethical Standards

MSACCB Code of Ethics

11. I shall not denigrate other professions nor engage in any false or misleading communications about my own or other professionals' abilities, training/experience and ethical conduct.

Ethical Standards

MSACCB Code of Ethics

12. I shall accept this professional responsibility to report in writing to the Missouri Substance Abuse Counselors' Certification Board, Inc., P.O. Box 1250, Jefferson City, MO 65102-1250, any violation of this Code of Ethics by any counselor credentialed by the Certification Board.

Ethical Standards

- **Ethical Standards for counselors by the NAADAC <http://naadac.org/>**
- **1: Non-Discrimination**
- **2: Responsibility**
- **3: Competence**
- **4: Legal and Moral Standards**
- **5: Public Statements**
- **6: Publication Credit**
- **7: Client Welfare**
- **8: Confidentiality**
- **9: Client Relationships**
- **10: Inter-professional Relationships**
- **11: Remuneration**
- **12: Societal Obligations**

Ethical Standards

Principle 1: Non-Discrimination

The NAADAC member shall not discriminate against clients or professionals based on race, religion, age, gender, disability, national ancestry, sexual orientation or economic condition.

Ethical Standards

Principle 2: Responsibility

The NAADAC member shall espouse objectivity and integrity, and maintain the highest standards in the services the member offers.

Ethical Standards

Principle 3: Competence

The NAADAC member shall recognize that the profession is founded on national standards of competency which promote the best interests of society, of the client, of the member and of the profession as a whole. The NAADAC member shall recognize the need for ongoing education as a component of professional competency.

Ethical Standards

Principle 4: Legal and Moral Standards

The NAADAC member shall uphold the legal and accepted moral codes which pertain to professional conduct.

Ethical Standards

Principle 5: Public Statements

The NAADAC member shall honestly respect the limits of present knowledge in public statements concerning alcoholism and drug abuse.

Ethical Standards

Principle 6: Publication Credit

The NAADAC member shall assign credit to all who have contributed to the published material and for the work upon which the publication is based.

Ethical Standards

Principle 7: Client Welfare

The NAADAC member shall promote the protection of the public health, safety and welfare and the best interest of the client as a primary guide in determining the conduct of all NAADAC members.

Ethical Standards

Principle 8: Confidentiality

The NAADAC member working in the best interest of the client shall embrace, as a primary obligation, the duty of protecting client's rights under confidentiality and shall not disclose confidential information acquired in teaching, practice or investigation without appropriately executed consent.

Ethical Standards

Principle 9: Client Relationships

It is the responsibility of the NAADAC member to safeguard the integrity of the counseling relationship and to ensure that the client has reasonable access to effective treatment. The NAADAC member shall provide the client and/or guardian with accurate and complete information regarding the extent of the potential professional relationship.

Ethical Standards

Principle 10: Interprofessional Relationships

The NAADAC member shall treat colleagues with respect, courtesy, fairness, and good faith and shall afford the same to other professionals.

Ethical Standards

Principle 11: Remuneration

The NAADAC member shall establish financial arrangements in professional practice and in accord with the professional standards that safeguard the best interests of the client first, and then of the counselor, the agency, and the profession.

Ethical Standards

Principle 12: Societal Obligations

The NAADAC member shall to the best of his/her ability actively engage the legislative processes, educational institutions, and the general public to change public policy and legislation to make possible opportunities and choice of service for all human beings of any ethnic or social background whose lives are impaired by alcoholism and drug abuse.

Ethical Standards

Seven Step Ethical Problem Solving

From Joseph Paliwoda, MBA

1. What are the Facts?
2. Who is involved?
3. Does it violate; ethics, laws, rules, or policy?
 - If not or unsure...
4. What is the worst that could happen?
5. Brainstorm alternative solutions.
6. Do all involved view the action as fair?
7. A plan of action to resolve the current dilemma.

Ethical Standards

1. What are the Facts?

Ethical Standards

2. Who is involved?

Ethical Standards

3. Does it violate; ethics, laws, rules, or policy?



Ethical Standards

4. What is the worst that could happen?

Ethical Standards

5. Brainstorm alternative solutions.

Ethical Standards

6. Do all involved view the action as fair?

Ethical Standards

7. Create a plan of action to resolve the current situation and prevent future dilemmas.

Ethical Standards

Category of Ethical Problem	# of Responses
Confidentiality	111
Relationships with Clients (Dual Relationships) Friendships with clients	1111111
Relationships with Client Family	111
Save the world attitude	1
Power struggles with clients	1
Providing clinically unnecessary services	1
Forming relationships with the client/patient for personal gain, sexual or monetary	111111
Being manipulated by the client/patient for favors while in the treatment program (house-keeping staff were bribed by clients to bring drugs/alcohol onto the unit)	1
undermining by staff in conflict over treatment strategies and styles can destroy the honesty and trust level of the treatment milieu	1
Recognizing differences in roles Counselor-Case manager-Sponsor -Coworker-Friend	11
Not referring out when indicated Not recognizing and addressing problems Trying to perform a service not qualified to do	111
Continuing to provide the same old treatment over and over when it is obvious that the particular intervention is not working	1

Ethical Standards

ROSE IS ROSE



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Ethical Standards for counselors by the NAADAC

Seven Step Ethical Problem Solving Model

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Communication Boundaries

Ethical Dilemmas/Situations

Ethical Standards

Boundary

- The edge of appropriate professional behavior. *A structure influenced by therapeutic ideology, contract, consent, and context.*

“This Couldn’t Happen to Me: Boundary Problems and Sexual Misconduct in the Psychotherapy Relationship”
Donna M. Norris, MD; Thomas G. Gutheil MD; Larry H. Strasburger MD.



Ethical Standards

Boundary Crossing

Harmless deviation from traditional clinical practice, behavior or demeanor.

Ethical Standards

Boundary Violations

Typically harmful and usually exploitive of patient's needs; Erotic, affiliative, financial, dependency, or authority.

Ethical Standards

Therapist Risk Factors

- Life crises
- Transitions
- Illness of therapist
- Loneliness and the impulse to confide
- Idealization and the "*Special Patient*"
- Pride, Shame, and envy
- Problems with limit setting
- Small town issues
- Denial

Ethical Standards

Patient Vulnerability Factors

- Enmeshment
- Retramatization
- Victim role familiar to patient
- Shame and self blame
- “True Love”
- Dependency

Ethical Standards

What should we do to avoid boundary problems

- Education
- Supervision
- Consultation

Ethical Standards

Boundaries

1. Work General ADA Number (573)751-4942-----Business
2. Work Direct Number (573) 751-####-----Business
3. Home Phone Number (573) ###-####-----Personal
4. Cell Phone Number (573) ###-####-----Personal
5. Friends and family phone numbers-----Personal

Ethical Standards

- Ethical Dilemmas
- Gifts
- E-mail
- Birthday Party
- Online
- Dual relationships
- Summer party
- Attraction
- Stereo

Ethical Standards

Gifts

- Client brings you a homemade Christmas card.
- Client brings store-bought Christmas card.
- Client brings in some homemade cookies offers you one.
- Client brings baked goods in as a gift.
- Client brings in their artwork as a gift.
- Client brings in wrapped Christmas gift for you.

Ethical Dilemmas
Gifts
E-mail
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Client asks for your email address or your IM screen name to touch base with you between sessions.

- Same client terminates therapy successfully wants to continue e-mail or IM communication.
 - Work Email ?
 - Home Email ?
 - IM ?

Ethical Dilemmas

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Ethics Regarding Online Counseling

National Board of Certified Counselors

<http://www.nbcc.org/ethics/webethics.htm>

American Psychological Association

<http://www.apa.org/ethics/stmnt01.html>

Health on the Net Foundation

<http://www.hon.ch/HONcode/Conduct.html>

International Society for Mental Health Online

<http://www.ismho.org>

Metanoia

<http://www.metanoia.org/imhs/isittx.html>

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You arrive at a birthday party of a niece to find a family of ex-clients who are friends of your sibling in attendance.

Ethical Dilemmas

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30 minutes into an initial consult you realize the client is someone you have previously been in communication with thru the internet, IM-Chat-Email.

Ethical Dilemmas

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You recognize a friend of your child as a member of an ex-client's family. Your child wants to have a sleepover at their new friend's house.

Ethical Dilemmas

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The clinical supervisor of a private for profit residential treatment program hosts a summer party at their nearby residence on a lake for staff, clients and ex-clients.

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After a few sessions you recognize you are really attracted to a client, you should;

1. Refer the client to another therapist.
2. Discuss the situation with your supervisor.
3. Discuss the situation with a coworker
4. Discuss the situation with the client.
5. Keep this information to yourself.
6. Suggest a meeting at a local coffee shop.

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A client in your facility has a court date coming up and wants to sell his stereo in case he needs bail money. You have been shopping for a stereo and could help him out and save some money if you bought his stereo.

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